



Chairs Bag Lunch “What’s New in Academic Affairs?”

Thursday, June 16, 2022

12:10-2pm

Via Zoom

UCDAVIS

ACADEMIC AFFAIRS



ANNOUNCEMENTS

Academic Affairs New Team Members

Paul Harris

Director

Academic Employment and Labor Relations

Esha Veer

Client Services Coordinator, CRN

Cathy Wu

Manager of Institutional Academic Data

Cathryn Lawrence

Academic Federation Assistant to the Vice Provost (July 1, 2022)



Academic Affairs

New Roles for Team Members

Brian Darnell

Manager of Academic Institutional Data

Kimberly DeLaughter

Co-Director of Academic Personnel

Kim Poole

Co-Director of Academic Personnel

Amanda Vice

Manager of Dual Career (POP & CRN)

Step Plus Workgroup Recommendations

The Step Plus Workgroup has proposed limited revisions to Step Plus, which were approved at the June 2 Representative Assembly meeting. These will be forwarded to the Provost/EVC for final approval. The following slides summarize the revisions. For details, please go to:

https://academicsenate.ucdavis.edu/sites/g/files/dgvnsk3876/files/inline-files/ra_call_6.2.2022.pdf

Step Plus Workgroup Recommendations

- ▶ To be eligible for promotion or advancement to a barrier step, and prior to considering any Step Plus recognition, the overall record should be balanced with evidence of meritorious accomplishments in all areas of review (e.g., research, teaching, service, professional competence and activities). When the overall record does not meet the criteria for promotion, the candidate may be considered for a merit advancement instead of a promotion.
- ▶ For consideration of additional half steps at the time of promotion or barrier step advancement, if Step Plus recognition has been awarded in a previous merit cycle in the review period, further Step Plus recognition for that specific area (e.g., research, teaching, service, professional competence and activities) will require additional and compelling evidence of outstanding achievement that is distinct from what was previously awarded.

Step Plus Workgroup Recommendations

- ▶ For faculty who are at Professor Step 9 or 9.5 and who will be retiring before advancing to Above Scale, department(s) may prepare a dossier requesting the title “Distinguished Professor Emerita/us” that would be forwarded to the Dean’s office and to CAP per the Delegation of Authority and assessed by the standards of UC APM 220-18.b.4. This action would need to be completed in the year of the faculty member’s retirement. If approved, this title would be conferred upon retirement. This process is a change in title only and is distinct from the merit process for advancing to Above Scale.

Step Plus Workgroup Recommendations

- ▶ Greater education and mentoring are needed to help faculty candidates as they advance in rank and step. Improving the Step Plus system therefore requires an ongoing investment in educating faculty. The Workgroup sees this investment as a worthy “cost” in exchange for the ongoing benefits of improving faculty advancement and making the process and outcomes more equitable. However, the Workgroup also knows that a large share of this workload burden falls upon department chairs. **Department chairs play a critical role in guiding their faculty through the merit and promotion process and explaining to reviewing bodies the quality and impact of their faculty’s efforts in all the review areas.** The COVID-19 pandemic has only exacerbated these challenges for department chairs, whose faculty will likely require more guidance in the face of research setbacks, teaching difficulties, and other complexities. **The Workgroup therefore proposes that the Senate collaborate with Academic Affairs to provide more outreach and support to department chairs.** In particular, there was consensus that an annual workshop where department chairs, Faculty Personnel Committee (FPC) chairs, and CAP could gather and discuss the academic personnel process and Step Plus would be a helpful start.

Salary Program for 2022/2023

- ▶ The 2022-2023 salary program was announced by President Drake
- ▶ There will be a 4% range adjustment on the scale salaries effective October 1, 2022
- ▶ Provost Croughan will determine, after consultation with the Academic Senate, whether or not there will be range adjustments of the off-scale salary component – expect an announcement soon
- ▶ A joint Academic Senate-Administration working group has developed a proposal for a salary equity program effective October 1, 2022, that will be largely patterned after the earlier ones we did at UC Davis
- ▶ The equity pool will be 1.5% of the total salary in a college/school and title series
- ▶ The program will not be extended to Health Sciences Compensation Plan faculty and represented titles in the Academic Senate and Academic Federation

Committee for Adjustments and Alterations of Instruction for Summer 2022

- ▶ Applies to both summer sessions, but not in fall 2022
- ▶ There are no plans to extend this remote instruction option for fall 2022
- ▶ For additional information, please see:
<https://aadocs.ucdavis.edu/home/remote-instruction-requests-summer-2022.pdf>

Achievement Relative to Opportunities (ARO) Principles

Mitigating COVID-19
Impacts on Faculty
Working Group
Preliminary Report

First of Two Phases, Summer 2021

Joint Senate-Administration
Mitigating COVID-19
Impacts on Faculty
Working Group
Final Report

UNIVERSITY OF CALIFORNIA
Spring 2022



Reminder – Adhering to deadlines for advancement actions.

Reference check process: TOL Language –this statement where the first choice candidate signs:

- ▶ *By signing this letter, the undersigned represents that they are not currently the subject of any disciplinary proceeding (investigation, hearing, etc.) at any and all academic institutions, places of employment, academic/professional societies, and/or professional licensing or certification bodies, nor have they in the past 10 (ten) years been formally disciplined at any of the following: any and all academic institutions, places of employment, academic/professional societies, and/or professional licensing or certification bodies. If there are questions about this attestation, please contact Sandi Glithero (sjglithero@ucdavis.edu).*
- ▶ Note: The candidate may append a statement of explanation regarding any information or materials shared.
- ▶ Reminder that this process also applies to recruitments for assistant professor, steps 4, 5, and 6.



Outside Professional Activities (OPA) & UC OATS

REMINDERS



Non-Senate Academic Union POP Placements



Academic Labor/ Negotiations Update

National and International Faculty Awards

- Forming awards committees in departments
- Reminder – monthly requests for external faculty honors reports
 - Please respond to the requests as soon as possible
 - Addition template column – date or month of award receipt
- Remind departments to contact Gloria for assistance with top tier disciplinary award nominations
- Current or upcoming calls for nominations (info to be distributed): National Academy of Inventors Fellows (due July 31); NAS Annual Awards (includes awards in the social sciences)
- Currently scheduling meetings with deans and/or their faculty honors committees

GLORIA HAYES · DIRECTOR

NATIONAL & INTERNATIONAL FACULTY AWARDS

ACADEMIC AFFAIRS

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Faculty Relations and Development

▶ Faculty Development

- Faculty Leadership Academy – Cohort wrapping up
 - Nominations in the coming year for 2023-24
 - For more information please see:
<https://academicaffairs.ucdavis.edu/faculty-leadership-academy>
- Chairs 2-day Workshop (September 7-8, 2022)
 - For further information and to register, please click here:
<https://academicaffairs.ucdavis.edu/department-chairs-workshop-events>
- New Faculty Workshop (September 13, 2022)
 - <https://academicaffairs.ucdavis.edu/new-faculty-workshop>

▶ Religious & Cultural Observances Calendar

Faculty Relations and Development

- ▶ National Center for Faculty Diversity & Development
 - Call was out and nominations for Fall Faculty Success Program (at a reduced rate) were due by Monday, 6/13. We do have some room still if you have individuals who you want to recommend take this course. Please let us know ASAP or by tomorrow, 6/17. (Costs are covered by the individual or department.)
 - <https://academicaffairs.ucdavis.edu/ncfdd>



Institutional Data UPDATES

Discussion





Questions?